

Across Circle Drive: Cook Hall, Agriculture Hall, Administration Building.

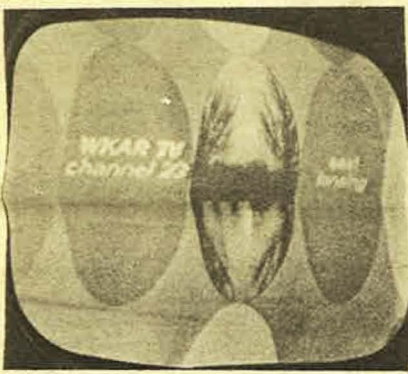
Drawing by Bob Brent.

# MSU News-Bulletin

Michigan State University

VOL. 4, NO. 1

SEPTEMBER 21, 1972



## 23 signs on

WKAR - TV, channel 23, is (whew) on the air. Scheduled for its first broadcast on Sept. 10, the station just made it at 11:55 p.m. Robert Page, station manager for the new full-time UHF station, said that things were going so well that the target date was set ahead to Sept. 8. "Then we had transmission line problems, and it was touch and go," he said. But the station finally went on the air on Sept. 10.

## \$18 million budget hike requested for next year

A recommended operating budget of \$143,505,449 for the fiscal year beginning July 1, 1973, was approved by the Board of Trustees last Friday (Sept. 15).

The proposed budget represents an increase of \$18,347,804 over the current fiscal year.

Included in the recommended amount is \$123,481,200 for the University's general fund, an increase of \$16,356,200; an Agricultural Experiment Station budget of \$8,809,171, an increase of \$904,795; and a Cooperative Extension Service budget of \$11,215,078, an increase of \$1,086,609.

The requests include a 10 percent salary increase for all employee groups;

The University administration has pledged to continue expansion of efforts in behalf of women and minorities on campus despite a Board of Trustees vote (last Friday) blocking reorganization of the Office of Equal Opportunity Programs.

Robert Perrin, vice president for University relations, said the University's responsibilities in these areas were "too important to permit the setback to hinder affirmative action programs already underway.

"It is unfortunate that the Board action has temporarily slowed our momentum," Perrin said. "However, the University commitment remains as strong as ever."

The trustees, by a 4-4 vote, defeated an administration proposal to create a

Department of Human Relations, which would include an Office of Women's Programs and an Office of Minority Programs. Also to be established would be a Women's Advisory Council and a Minority Advisory Council.

Supporting the plan were Trustees Patricia Carrigan, Don Stevens, Blanche Martin and Kenneth Thompson. Warren Huff, Frank Hartman, Frank Merriman and Clair White cast "no" votes.

The administration proposal was not necessarily dead despite the tie vote.

President Wharton told the trustees that whether or not the new department was created, the University would have to expand its equal opportunity staff simply to meet increased federal affirmative action requirements.

He said the major advantage of the reorganization would be to provide focal points on campus for the initiation, consideration, reference and redress of a wide range of female and minority concerns among students, faculty and staff.

"The advisory councils would have a major function, as well," Wharton said, "both in helping to guide the new department and in providing important interaction with the university officers and administration."

Most of the Board's discussion Friday centered on the Office of Women's Programs to which the 10-member Women's Advisory Council would be attached.

Mrs. Carrigan raised a number of questions about the proposal as it related to women, and she emphasized the need for both immediate and long-term evaluation of the structure.

"My support is on the condition that it is closely and carefully monitored," she said. But she added that any concerns about the effectiveness of the human relations department would be best met "while we're moving ahead (with it), not while we're standing still."

Hartman told Wharton that "I support what you're trying to do," but he said he didn't agree with the proposal for "an unusual superstructure to meet the need."

Merriman expressed reservations about the increased costs involved in adding more staff, and he said he wanted more information describing the proposed new positions.

The longest statement came from Huff, who said that the proposed

(Continued on page 4)

## Council meeting dates listed

Meeting schedules have been set for the Academic Council, Faculty Steering Committee and Academic Senate.

The Academic Council will meet at 3:15 p.m., Con Con Room, Center for International Programs, on Oct. 3, Oct. 31, Nov. 28, Jan. 9, Feb. 6, March 6, April 3, May 1 and May 29.

The steering committee holds its meetings at 3 p.m. in Room 443A Administration Building. The schedule is Sept. 25, Oct. 23, Oct. 30, Nov. 20, Jan. 2, Jan. 29, Feb. 26, March 26, April 23, May 7 and May 21.

There will be two meetings - Nov. 8 and May 16 - of the Academic Senate. The Senate meets at 3 p.m. in B106 Wells Hall.



## Science notes

# Heredity, environment issue heats anew

Thomas Jefferson wrote it into the Declaration of Independence: "All men are created equal."

An old topic for philosophers, the question of whether everyone is born equal has again come under scientific study. Now it has caused a new stir among scientists.

A group of 50 researchers — including three MSU psychologists, four Nobel Laureates, and the controversial Arthur R. Jensen of the University of California, Berkeley — signed a resolution printed in the July issue of *American Psychologist*. That resolution states, in part:

"1. We have investigated much evidence concerning the possible role of inheritance in human abilities and behaviors, and we believe such hereditary

influences are very strong.

"2. We wish strongly to encourage research into the biological hereditary bases of behavior, as a major complement to the environmental efforts at explanation.

"3. We strongly defend the right, and emphasize the scholarly duty, of the teacher to discuss hereditary influences on behavior, in appropriate settings and with responsible scholarship.

"4. We deplore the evasion of hereditary reasoning in current textbooks, and

**"I can't help but read the evidence that both factors, heredity and environment, are important." —Lawrence O'Kelly**

the failure to give responsible weight to heredity in disciplines such as sociology, social psychology, social anthropology, educational psychology, psychological measurement, and many others.

"5. We call upon liberal academics — upon faculty senates, upon professional and learned societies, upon the American Association of University Professors, upon the American Civil Liberties Union, upon the University Centers for Rational Alternatives, upon presidents and boards of trustees, upon departments of science, and upon the editors of scholarly journals — to insist upon the openness of social science to the well-grounded claims of biobehavioral reasoning, and to protect vigilantly any qualified faculty members who responsibly teach, research, or publish concerning such reasoning. . . ."

The group does not advocate any single set of research results or conclusions, but it asks that research on both sides of the heredity-environment controversy be studied in an atmosphere of the test form and rat cage rather than the protest sign and sit-in.

The resolution's signers say that to emphasize the influence of heredity on behavior "has required considerable courage, for it has brought psychologists and other scientists under extreme personal and professional abuse."

Such researchers are the victims of prejudice, much like noted "victims" in the past: "Galileo in orthodox Italy; Darwin in Victorian England; Einstein in Hitler's Germany; and Mendelian biologists in Stalin's Soviet Union."

ONE SIGNER OF the resolution — along with MSU psychologists Robert H. Davis and M. Ray Denny — is Lawrence I. O'Kelly, chairman of the University's psychology department.

"Since we published that statement, I've gotten a tremendous amount of mail from sources I wouldn't spit on — really bigoted groups," O'Kelly says. "And I've even gotten a lot of criticism from groups that I wholeheartedly support."

One letter, from an institute O'Kelly says he never heard of, labeled the signers as "elitists" and "traitors," because, at least according to some, anyone who questions the truth of the Constitution is guilty of treason.

(Supreme Court Justice William O. Douglas, in a recent CBS television interview, said that the Constitution was based on what men knew at the time it was written. In some cases, he said, we now know differently.)

STANDS ON EQUALITY run deeply in various nations of the world. There are, for example, two fairly distinct extremes.

"If you remember the Nazis and fascist groups, they had a really phony genetic biology," O'Kelly says. "They were nativists. They felt that a man is what his blood is, which is a crude way of saying that there is no determiner of behavior except heredity. And on the other side is communism — the most radical rejection of the genetic argument."

"The U. S. tends more toward the left than the right: Man is what his experience makes him."

O'Kelly says that "as a scientist, I can't help but read the evidence that both factors, heredity and environment, are important. It's important to know what the genetic factors are so that you can get the right environment."

He adds that behavioral genetics provides "abundant evidence on all animal levels that there are hereditary factors in behavior."

But O'Kelly maintains, "the whole tenor of psychology is environmental."

The emphasis on environment over heredity, O'Kelly notes, actually started with the French empiricists and with the Declaration of Independence.

Jefferson, says O'Kelly, was "strongly influenced by the French encyclopedists. That's where he got the phrase, 'We hold these truths to be self-evident, that all men are created equal. . . .'"

—PHILLIP E. MILLER

## Letters

### Enrollment limits 'disturbing'

To the editor:

In the last two years there has been an increasing tendency for various University units to limit enrollments by one means or another. This practice disturbs me by the procedures used and by the reasons given for the curtailment. Generally it is stated that a reduced number of employment opportunities is the reason for limiting enrollment in a discipline.

If I were a student who was denied enrollment, I would counter that reasoning with the statement, "There is always room at the top and I plan on being up there, so why exclude me by the rationale of the numbers game?"

Students SHOULD be counseled

about job opportunities, but not to give them a chance seems to me contrary to the theory of equal opportunity. My own discipline certainly has some employment problems, but if we suddenly had 10 times more undergraduates I think it is incumbent upon us to accept them, and, by counseling, discourage those students who may not find employment at graduation.

If the University admits these students I don't think we can, in good conscience, slam any doors in their faces.

Roger Hoopingarner  
Professor of entomology

## Digressions

THREE YEARS AGO:

An eight-day work stoppage by the 1,500 campus members of Local 1585 of the American Federation of State, County and Municipal Employees (AFSCME) ended less than a week before the opening of the 1969 fall term. MSU officials had decided to delay the opening of the term unless a contract was negotiated.

TWO YEARS AGO:

At its September meeting, the Board of Trustees approved establishment of the College of Osteopathic Medicine and appointed as its dean Myron S. Magen, who had been chief administrative officer of the Michigan College of Osteopathic Medicine in Pontiac. The board also okayed an interim procedure for hearing grievances brought by any faculty member charged with "willful withholding of services for which he is employed."

ONE YEAR AGO:

Buoyed by a ruling from the Cost of Living Council that apparently gives Michigan's public universities permission to grant salary increases retroactive to July 1, the Board of Trustees scheduled a special session to consider faculty and staff wage actions. The federal wage-price freeze went into effect before MSU's state appropriations were made, thus leaving faculty and staff without raises.

From the files of the News-Bulletin

## Evening College features variety

Skills to occupy both the mind and the body will be taught in courses offered by the Evening College this fall.

The 56 evening courses range from a study of the Great Films of Fellini, in which eight of the Italian director's works will be viewed and discussed, to Care of the Family Pet, a course intended to give the pet owner knowledge of the care of the dog and cat.

Persons wishing to learn to swim or to drive will find courses tailored for them. Those with an artistic flair or an interest in crafts will find an Introduction to Painting, Art with Children and Off-Loom Weaving among the offerings.

Registration is underway in the main lobby of Kellogg Center.

Information on the courses may be obtained by contacting the Evening College office, 19 Kellogg Center, telephone 355-4562.

### MSU News-Bulletin

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## Sports P.A. policy detailed

A flurry of requests for announcements over the public address system during games at Spartan Stadium has prompted a reaffirmation of existing policy concerning use of the PA system.

The policy notes that the system is primarily for the convenience of spectators attending University sporting events.

Use of the PA is limited to:

\* Announcements that will enhance spectators' enjoyment and understanding of the game (such as play-by-play comments, lineups, explanation of officials' decisions, other scores, etc.).

\* Public service announcements, such as "traffic advisories, calls for doctors or lost children, emergency messages, and

other items which in the judgement of University officials are necessary and pertinent."

\* Announcement of activities related to the game or the game weekend (including upcoming intercollegiate sports events, alumni gatherings, open houses following games, student-sponsored pop concerts on the game weekend, etc.). The policy states: "Other announcements of a general nature, such as observances of 'days' or 'weeks' sponsored by governmental or other organizations, charity drives or campus programs such as movies, lectures, conferences, etc., cannot be accommodated."

Fred Stabley, director of sports information, is responsible for carrying out the policy.



# Around the campus: A summary

## *New scoreboards ready*

New scoreboards and a modernized public address system will enhance the enjoyment of football fans in Spartan Stadium beginning Saturday.

Athletic Director Burt Smith said that the new equipment is replacing things in use since 1948 when the seating capacity for football was raised to 51,000.

The new boards are provided by the Coca Cola Company, Smith said. The company has scoreboards in use at various collegiate athletic facilities around the nation, including the one in the Ice Arena.

The framework of the present board at the north end of the stadium was retained with complete new operating equipment attached to the front or stadium side. On the new board are designations for yard - line location of the ball and time outs remaining, in addition to the normal signs.

On the other side of the north board, there is space to display such information as future football schedules.

The old board at the south end of the stadium has been replaced by a miniature or so - called "slave" board of much smaller size to carry brief scoreboard information.

Both boards are fully electronic and controlled from the press box.

The stadium public address system has been completely overhauled (see related story, page 2). Speakers remain at the top of the north board and new ones are placed atop the south board.

## *Piano tuner to give concert*

The expert who tunes the University's concert pianos will demonstrate his skills in a special concert this weekend.

Pianist and piano technician Owen Jorgensen will show the importance of authentic tuning to the performance of music at 4 p.m. Sunday (Sept. 24) in the Music Auditorium.

For his unique performance, Jorgensen will use seven pianos, each tuned differently, to demonstrate styles of tuning other than the "equal temperament" used today.

His program, open to the public without charge, will include works by Liszt, Chopin, Purcell, Scarlatti, Mozart, and Beethoven.

Jorgensen, who does all the tuning himself by ear, is responsible for maintaining the pianos used for concerts, television performances, and music instruction.

## *Too much permissiveness?*

The pendulum has swung too far toward permissiveness in our schools, says an MSU professor of counseling, personnel services and educational psychology. Harvey F. Clarizio explains that teachers and administrators have distorted the notion of democratic discipline. They are wrongly equating it with permissiveness.

"Students need to develop self - direction and self - discipline," Clarizio emphasizes. They need to face consequences as the result of their behavior. But these consequences should be mutually agreed upon by the student and teacher and not arbitrarily imposed, he says.

Clarizio suggests that we are facing more discipline problems in the schools because administrators and teachers have not been forced to change policies of permissiveness.

"The magnitude of the problem is evident," he notes, "in the fact that there have been more books on discipline in the last two to three years than there were in the preceding 20 years."

Clarizio says that children are not changing and that the incidence of emotional disturbance in the classroom has remained constant since 1925.

## *Upgrading health care in the U.P.*

MSU is undertaking a \$293,547 study which could lead to a completely community-based medical school spread throughout Michigan's sparsely settled, underdoctored Upper Peninsula.

A feasibility study contract - involving the U.S. Department of Health, Education, and Welfare, the State of Michigan and MSU - calls on the University to develop a medical school curriculum that could be taught entirely in Upper Peninsula communities and could meet the academic standards of conventional medical schools.

If the plan is implemented, students would be restricted primarily from U.P. communities on the assumption that they would be likely to remain there to practice.

M.D. degrees would be awarded by MSU.

The University will determine the feasibility of such a program and the resources that would be needed to carry it out. W. Donald Weston, associate dean for community and clinical affairs of the College of Human Medicine, is in charge of the project.

New federal funds dovetail with a legislative appropriation of \$100,000 made earlier this year at the request of Gov. Milliken to the Upper Peninsula Areawide Comprehensive Health Planning Agency (UPACHPA).

The state funds permit simultaneous planning for the training of nurses and other health professionals, for the continuing education of health professionals (including doctors) and for general health education programs for the public.

Heavily involved in the federal and state projects will be UPACHPA, several community hospitals and practicing physicians in the U.P., Michigan

Technological University, Northern Michigan University, Lake Superior State College, and Bay-De-Noc Community College.

The basis for the grant is a monograph written by Weston, James B. Thomas, associate professor of anatomy and of human development at MSU, and Michael R. McGarvey, assistant to the president of New York City Health and Hospital Corporation.

The monograph, "Community Based Medical Education: An Integrated Modular System of Health Care and Education," attracted wide attention among people concerned with improving health care in rural areas.

It proposed a medical education model which would be adaptable to under-populated rural areas such as the Upper Peninsula, to inner city areas, and to developing countries.

The U.P. has an area of 16,447 square miles - about 50 percent bigger than the entire state of Maryland. Yet its population is only 304,000, making it one of the more sparsely settled areas in the country. The U.P. has about one physician (M.D. or D.O.) in active practice for every 1,284 people as compared with a national average of one per 761.

## *Augenstein memorial Monday*

Public dedication, reception, and open house events in memory of Leroy G. Augenstein will be observed next Monday (Sept. 25).

The open house in memory of Mr. Augenstein, a cofounder of the Department of Biophysics and its chairman at the time of his death in 1969, will be from 9 a.m. to 4 p.m. in Room 329 of the Chemistry Building.

Four films produced by Mr. Augenstein will be shown at half-hour intervals from 8 to 10 a.m. in Room 212, Chemistry. They are, in order of showing, "Genetic Revolution," "How the Mind Works," "Population Explosion," and "Let's Give Them More than Life."

A seminar, "Biological Ultra-Structure and Energy Transduction," will be given at 11:15 a.m. in Room 107, South Kedzie, by Humberto Fernandez-Moral of the University of Chicago.

A memorial luncheon will be held from 12:30 to 1:30 p.m. in the Crossroads Cafeteria.

Dedication of the Leroy G. Augenstein Reading Room (329 Chemistry) will be at 3 p.m., followed by a reception. The events are sponsored by the biophysics department.

Mr. Augenstein, also a member of the State Board of Education, was killed in November, 1969, when the plane he was piloting crashed near Charlotte.

## *Women are business leaders*

A doctoral thesis by the first woman to earn a Ph.D. in management from the MSU Graduate School of Business Administration adds further support to a growing body of research that is steadily shattering the myth that women are unsuited for leadership roles in business.

Kathryn Bartol, now an assistant professor of management at the University of Massachusetts, studied a number of factors relative to the success of male and female students acting as leaders in a laboratory - simulated business setting at MSU.

Her subjects were undergraduate business students participating in "The Executive Game," a learning device employed as part of an introductory management course in which students are divided into teams or "firms" and compete in an oligopolistic business environment. The experience introduces them to basic theories of management, marketing, accounting and finance.

Some of the teams had males appointed as leaders and others females. Some were composed entirely of male students and others were mixed. The object was to compare male and female leaders under similar conditions.

Mrs. Bartol approached her study of leadership from two directions: she studied the success of the individual team and its leader in competition with other teams, and she used questionnaires to determine how team members rated their leaders.

An analysis of the data she collected demonstrated no difference between performance of teams led by men and women, and no significant difference in the satisfaction in their leadership on the part of team members.

"I was particularly interested in the performance of female leaders of teams partly composed of males because the question of how female leaders affect subordinates seems to be a major barrier to the placement of more women in leadership roles in business," Mrs. Bartol says. "I think the research shows that women performed leadership functions as well as men, at least in this particular clinical setting."

She points out, however, that certain factors present in real life situations involving female leadership were absent in the cases studied. The fact that the situation was short - lived and that males and females were not involved in promotion competition tended to remove the problem of the dented male ego from consideration.

"It is this neutrality that gives the research its significance," she explains. "Women can be just as effective in leadership positions as men when the pressures created by perceptions of traditional role differences are not present."



## The Board recap

# ★ Board rejects EOP reorganization

(Concluded from page 1)

department didn't go far enough in meeting the needs of women.

"Women don't just want a woman in the marching band," he said, "they want access to the levers of power (on the campus)."

He said that women "know they won't be a party to the decision-making process" as long as there are "two layers of male bureaucracy" through which women's needs and aspirations are to be screened before going on to "the all - male Executive Group."

### LETTUCE BOYCOTT

In another 4 - 4 vote, the Board rejected a proposed resolution that would have added MSU to the list of nationwide supporters of a boycott against California and Arizona lettuce either not picked by members of the United Farm Workers or not produced by growers under contract with the Teamsters union. The resolution, introduced by Don Stevens, specified that lettuce grown in Michigan or any other state would not be included in the boycott. A contingent from the Michigan Agricultural Council was on hand to demonstrate its opposition to the boycott.

Stevens, Carrigan, Martin and Hartman supported the resolution; Huff, White, Thompson and Merriman voted "no."

## Some call Board action 'a defeat'

Some campus women have labeled the Board of Trustees' action Friday on the women's proposal as a "defeat."

The Board's tie vote rejected the administration's proposal calling for the creation of a Department of Human Relations, including an Office of Women's Programs.

Linda K. Hamilton, librarian in the MSU Library and a member of the Women's Steering Committee, said her group considers the Board's action as a "defeat, not a victory."

"We are realistic in realizing that if the administration's proposal is rejected by the Board, we will have difficulty in getting anything approved," she says.

Elaine Frank, administrative assistant, College of Natural Science, said that some of the long-term women employees on campus consider the Board's action with disappointment. "Something would be better than nothing," she says.

Mrs. Frank is among 300 persons representing long-term employees who signed a petition endorsing "approval of a Women's Advisory Council by the president and Executive Group as a major first step in developing a comprehensive and viable equality status for women."

As stated in a cover letter to their petition, the signers said they objected to steering committee proposals which provide for "separatism," "not representing majority opinion," "duplication and proliferation of effort and expertise" and "creating jobs to fill a percentage quota."

The steering committee in its June report had recommended the development of an off-campus Women's Center, outside present University structure.

### PERSONNEL ACTIONS

The Board approved more than 200 appointments, including the naming of Carol M. Davis as the first director of women's athletics.

Her appointment is the first of its kind in the Big Ten. A member of the faculty since 1968, Miss Davis will supervise and coordinate women's intercollegiate athletic activities in her new role.

The trustees also okayed the naming of Robert W. Summitt, associate professor and acting chairman of metallurgy, mechanics and materials science, as chairman of the department; and of James W. Butcher as acting dean of natural science while Dean Richard U. Byerrum is on sabbatical leave, Nov. 1 - April 30, 1973. Butcher and John W. Zimmer were also elevated from assistant deans to associate deans of natural science.

Trustees Carrigan and Huff cast "no" votes on the personnel items. Mrs. Carrigan said her vote was based solely on what she considered to be

insufficient salary increases for 24 part-time academic advisers in University College. She said she recommended raises for the advisers were inequitable "in terms of the role they perform in undergraduate education."

### CONSTRUCTION AND ALTERATIONS

A contract of more than \$1.5 million was awarded to Granger Construction Co. for construction of an office building on Harrison Road, south of the Manly Miles Building. The building will be financed on a self - liquidating through rentals to University - related agencies.

Also approved was awarding of five contracts for more work in a major expansion of Power Plant 65 to meet expanded power needs, and alterations and improvements in the Human Ecology Building and the Physics - Astronomy Building.

### OTHER ACTIONS

The Board also:

\* Approved a new three - step grievance for hourly and salaried clerical

- technical employees (see related story).

\* Accepted some \$6.5 million in gifts and grants and scholarships, including more than \$2 million for the three colleges of medicine.

\* Received a report that \$4.9 million in federal funds will be made available for construction of a Clinical Sciences Center. This means that plans for the new building can proceed as soon as \$1 million in state funds are allocated by the legislature.

\* Adopted a resolution urging that all University personnel assist and cooperate with registration of student voters. The resolution noted that 10,000 new voters have been registered in the East Lansing - Meridian Township area, with 20,000 more eligible voters still remaining.

\* Approved drafting of a resolution in memory of Sara VanHoosen Jones, former trustee and long - time MSU benefactor who died on Aug. 26. Mrs. Jones served on the Board from 1944 through 1955.

## C-T grievance procedure passed

Here is the employee grievance procedure for clerical - technical staff approved last week by the Board of Trustees. It represents an effort to clarify the process and reduce the steps contained in a procedure that had been in effect since 1960.

In working together from day to day, it is normal that people have problems, misunderstandings, and differences of opinion affecting their working relationship. While most differences can be worked out amicably between the employee and their supervisor, it is realized that this is not always accomplished. Therefore, in order that an employee may initiate a complaint alleging a violation, misinterpretation or a misapplication of existing written University policies concerning wages, hours, and working conditions which they feel deserves further attention, and have a systematic and orderly method of presenting such a complaint, or a difference of opinion for review, the following grievance procedure is established.

If an employee feels they have a complaint or a difference of opinion, they should first discuss the problem orally with their immediate supervisor making every effort to reach a suitable solution of the problem.

### STEP I Immediate Supervisor

(a) In the event the problem is not suitably resolved, the employee may reduce the problem to writing and present the grievance to their immediate supervisor or his designated representative.

(b) A written grievance must be presented to the immediate supervisor or his designated representative within fifteen (15) working days of its alleged occurrence in order to be a proper matter for this grievance procedure.

(c) The written grievance shall be dated and signed by the aggrieved employee and set forth the facts, including dates, of the grievance and the remedy desired.

The grievance shall not be considered submitted until the immediate supervisor or his designated representative receives the written grievance. At the time it is received, it shall be dated and a copy returned to the aggrieved employee.

(d) The immediate supervisor or his designated representative shall investigate the allegations and will then answer the grievance in writing to the aggrieved employee within ten (10) working days of the receipt of the grievance.

(e) In the event the immediate supervisor or his designated representative does not answer the grievance in the prescribed time limit, the grievance may be appealed to the next higher step of this grievance procedure within ten (10) working days after the expiration of the applicable time limit.

(f) In the event the answer of the immediate supervisor or his designated representative is unacceptable to the aggrieved employee, the grievance may be appealed to the next higher step of this grievance procedure. Any grievance not appealed within ten (10) working days after such answer shall be considered settled on the basis of the written answer of the immediate supervisor or his designated representative and shall not be subject to further appeal and/or review.

### STEP II Administrative Head

(a) If the grievance is not resolved, the aggrieved employee may refer the grievance in writing to the administrative head of the unit or his designated representative indicating the reasons why the answer of the immediate supervisor or his designated representative was unsatisfactory.

(b) The grievance shall not be considered submitted until the administrative head of the unit or his designated representative receives the written grievance. At the time it is received, it shall be dated and a copy returned to the aggrieved employee.

(c) The administrative head of the unit or his designated representative shall investigate the allegations and will then answer the grievance in writing to the aggrieved employee within ten (10) working days of the receipt of the grievance.

(d) In the event the administrative head of the unit or his designated representative does not answer the grievance in the prescribed time limits, the grievance may then be appealed to the next higher step of this grievance procedure within ten (10) working days after the expiration of the applicable time limit.

(e) In the event the answer of the administrative head of the unit or his designated representative is unacceptable to the aggrieved employee, the grievance may be appealed to the next higher step of this grievance procedure. Any grievance not appealed within ten (10) working days after such answer shall be considered settled on the basis of the written answer of the

administrative head of the unit or his designated representative and shall not be subject to further appeal and/or review.

### STEP III Appeal Board

(a) If the grievance is not resolved, the aggrieved employee may refer the grievance in writing to the Assistant Vice President for Personnel and Employee Relations indicating why the written answer of the administrative head of the unit or his designated representative was unsatisfactory.

(b) A grievance shall not be considered submitted until the Assistant Vice President for Personnel and Employee Relations receives the written grievance. At the time it is received, it shall be dated and a copy returned to the aggrieved employee.

(c) The Assistant Vice President for Personnel and Employee Relations will within ten (10) working days of the receipt of the grievance, impanel an Appeal Board which shall consist of three members, one selected by the aggrieved employee's immediate supervisor, one selected by the aggrieved employee and the third member selected by the first two members. In the event the first two members cannot agree upon the third member within five (5) working days, they shall so notify the Assistant Vice President for Personnel and Employee Relations who shall within five (5) working days after such notice select a third member. The Appeal Board shall be convened for the purpose of reviewing and making a recommendation of the disposition of the grievance.

(d) The Appeal Board shall meet within ten (10) working days of its impanelment and shall investigate the allegations and will then make its recommendations in writing to the Assistant Vice President for Personnel and Employee Relations within ten (10) working days of the completion of its investigation but no later than thirty (30) days after its first meeting. A majority decision by the Appeal Board shall constitute the recommendation of the Appeal Board to the Assistant Vice President for Personnel and Employee Relations.

(e) The Assistant Vice President for Personnel and Employee Relations shall within ten (10) working days of the receipt of the recommendation of the Appeal Board render his final decision of the grievance in writing to the aggrieved employee.



The University artists: Bob Brent, Barbara Brown, Dorris Birchfield and Paul Brown.



## From map - making to bean plants

For Robert Brent it was a bean plant and cow's ovary. For Barbara Brown it was the first campus map. For Dorris Birchfield it was a DNA module. And for Paul Brown it was a newsletter for biology and medicine.

These projects qualify as the "biggest headaches" encountered by the four artists in MSU's design service who create the artwork for assorted University brochures, posters, pamphlets, programs and other publications.

The design service, housed in Berkey Hall and part of the University Editor's section of information services, provided design and artwork for 138 different publications last year — including complete design layouts, cover designs, inside artwork and assorted other projects.

\* \* \*

Barbara Brown joined the design service in 1948, the year it was organized. She received her training at the Michigan Academy of Art in Saginaw.

Among her first design duties was the first map of the MSU campus. "It was awful because I didn't have anything to go by. I had to use aerial photographs," she says.

Mrs. Birchfield joined the staff in 1954 after serving in the State Highway Department. She has

received formal training in art at the MSU.

Brent joined the department in 1966, and Paul Brown became the fourth artist three years ago. Brent, who attended Ferris State College, MSU and the Corcoran Gallery Art School in Washington, D.C., was an artist for a commercial firm before coming to MSU. Brown came here after three years of training at the Kendall School of Design in Grand Rapids.

\* \* \*

The four artists say they like working for MSU because they have the independence to develop their own styles, and they perform varied functions.

"The University has a less blatant kind of advertising than the commercial market and the approach is 'low sell,'" says Miss Brown.

Mrs. Birchfield cites "a fabulous amount of freedom" permitted in the artists' work, but she adds that "we have to do work suitable to the University."

And the artists say they like the variety of people they come into contact with on the campus. "This is the kind of place where you can pick up knowledge from just about everybody," Mrs. Birchfield notes.

Much of the MSU design work is assigned according to the artists'

workloads, since all are knowledgeable in most areas of art. But each has his or her own campus clients and projects. Miss Brown handles football program design, for example, and Mrs. Birchfield produces a number of publications logo designs. Brent is a graphic designer and illustrator (and does the drawings in the News-Bulletin), and Paul Brown does colorful, psychedelic art that is tailored to student — oriented publications and posters.

\* \* \*

Over the years, the department has won many national awards for art and design work in University publications.

The artists say that one of their hardest tasks is working on deadlines — and "everything is on a deadline."

"A professor works on a book for five years and then wants the design work completed in five days," Brent says.

"But we do the best with the time limits," adds Miss Brown, "and we enjoy seeing the finished work in print."

Their campus clients have favorite colors for projects, according to the artists. "Green is the most often

requested color," says Miss Brown, "but that's a natural because MSU's colors are green and white."

Other favorite colors are yellow, orange and blue. "However, the University stays away from using blue and yellow together," she observes. "It has something to do with our neighbors to the south."

Miss Brown extends her love of art to after-work hours. She says she enjoys ceramics and sculpture. Her hobbies also include chess, golf, tennis, fishing and bowling.

Golf and bowling are favorite pastimes of Mrs. Birchfield, who also keeps busy with her four grandchildren. And she says she enjoys gardening and gourmet cooking.

Brent says he loves to cook, "but it's not quite gourmet. I like to mix up my own concoctions." He adds that he enjoys painting, swimming and playing pool. "Music is also part of my life and I can't work without listening to music," he says.

Brent enjoys bowling, golfing and canoeing and plays on a softball team. He also spends much of his time painting.

—SANDRA DALKA

## More women are enrolled in medical schools

The University this week enrolled a record number of first-year students — 149 men and women — in its two medical colleges devoted to human health.

And as a sign of the times, there's change in the profile of the two incoming classes — both include more women than ever before.

The incoming class at the College of Human Medicine, which last June graduated its first M.D.s, is 85 strong and includes 25 women.

The College of Osteopathic Medicine, new to the campus last year, has enrolled 64 students in its entering class, including 11 women. Its first doctor of osteopathic medicine degrees will be awarded next June.

MSU's oldest medical school, the College of Veterinary Medicine registered 22 women and 39 men in the second class to enter this year. An earlier incoming class of 11 women and 44 men began work last spring toward their D.V.M. degrees.

Total student registration at the medical colleges is: 314 at the College

of Veterinary Medicine, 253 at the College of Human Medicine, and 148 at the College of Osteopathic Medicine.

Of the 85 first-year students studying for M.D. degrees in the College of Human Medicine, all but 15 are residents of Michigan.

The class includes several students with advanced or professional degrees: five with master's degrees in public health, social work and two of the basic sciences; three nurses, a dentist, and a Ph.D.

Twenty-one members of the incoming class come from MSU undergraduate colleges. Other Michigan schools include: Alma, Albion, Central Michigan, Grand Valley State, Western Michigan, Northern Michigan, Oakland, Hope, Kalamazoo, U-M, and Wayne State.

Out-of-state schools represented include: Tufts, Rutgers, Purdue, Boston, Rochester, California, Indiana, Nebraska, Harvard, St. Olaf, Wheaton, Columbia, Whittier, Missouri, Xavier, Pennsylvania, Pittsburgh, Texas, Utah, and Texas A & M.

In the College of Osteopathic Medicine, all but 12 members of the first-year class are residents of Michigan. Included are 6 blacks.

Several students hold advanced or professional degrees: eight with master's degrees in physiology, guidance, library science, mechanical engineering, microbiology, and public health; one Ph.D.; and two certified medical technologists.

Sixteen members of the incoming class are from MSU undergraduate

colleges. Other state schools represented are: Albion, Aquinas, Michigan Tech, Nazarene, Oakland, Sacred Heart Seminary (Detroit), U-M, and Wayne State.

Out-of-state schools include: Bucknell, Penn State, Hunter, Xavier, Duke, Alabama A & M, Tuskegee, Florida, Dayton, Youngstown State, Regis, Lafayette, Notre Dame, Indiana, Herbert H. Lehman College, and State University of New York.

### C-T election is Oct. 12-13

Clerical-technical employees will be able to vote on whether they want a collective bargaining agent in an election set for Oct. 12 and 13. Those dates were established by the Michigan Employment Relations Commission in a hearing Wednesday.

The hearing was called after the MSU Employees Association had submitted petitions bearing signatures of more than 30 percent of the proposed C - T

bargaining unit. The election dates are subject to rules which allow a challenge by the American Federation of State, County, and Municipal Employees, the minority intervenor in the hearing.

In a related action, the AFSCME group has called a meeting Friday (Sept. 22) at noon in 101 N. Kedzie Hall for persons interested in affiliating with the group. Harold Schmidt, director of AFSCME Council 7, will speak.



# New office matches students with jobs

Amid the noise and clutter of still-incomplete remodeling work, the University's new Student Employment Office this week is meeting its first test of matching students with campus jobs.

By the time the week ends, according to Assistant Placement Director William E. MacLeod, an estimated 4,500 students will have registered as job

applicants in the office.

The new office opened Sept. 4 in Room 110 (the former Stefanoff Lounge) of the Student Services Building and is now the central clearing house for students seeking campus jobs, and for departments and offices looking for part-time student workers.

Accompanying creation of the office

was the development of a classification for all student jobs, a wage rate schedule for those jobs, and a set of policies and procedures concerning student employment.

Individual offices can still hire student workers directly (although MacLeod encourages use of the office to list all openings), but a student "employment data sheet" must be completed before a student can be issued his or her first paycheck.

MacLeod estimates that some 14,500 students will work on the campus sometime during the 1972-73 year in about 6,500 jobs. The number of vacancies has declined in recent years, he says, a factor that underscores the need for a central office to help students find on-campus work.

\* \* \*

**THE STUDENT EMPLOYMENT** Office is a result of a study of student and part-time campus employment by a committee appointed by President Wharton.

Jack Shingleton, director of the Placement Bureau and chairman of that committee, listed several deficiencies in the old student employment process:

\* No single office was responsible for the massive task of coordinating student employment, an area that accounted for a campus payroll last year of \$6.3 million.

\* Job-hunting students often had to go from department to department in a time-consuming search for work.

\* Rate inequities existed — in some cases, discrepancies of more than \$4 an hour for the same student job.

\* Students with employment

problems had no procedures through which they could express and resolve those problems.

\* \* \*

**UNDER THE NEW** student job classification system, some 90 jobs are described, graded, and assigned wage scales that range from \$1.70 to \$3 per hour.

Shingleton, in describing the office to the Board of Trustees last week, said that "we tried to be cognizant of red tape and keep it to a minimum."

He acknowledged that the office would encounter problems as it begins operations, but he predicted that it would become the best facility of its kind in the country.

Trustees Frank Hartman and Patricia Carrigan noted that the new pay scale might mean wage cuts for some students returning this fall to jobs they held last spring. Shingleton said that this was possible, but he added that in most cases, the scale was designed to remove past inequities.

Mrs. Carrigan suggested that the pay scale be phased in with new employees so that no returning student workers would have a wage cut.

Wharton told the Board that the employment office is more than just a system to standardize job descriptions, ratings and wages. As more of the burden for college costs is placed on students, he said, a central employment office constitutes the "underpinning for a program to meet the needs of students who have to provide more of their own support."

## Personnel employee relations reorganized into three units

Personnel and employee relations — an area encompassing hiring, bargaining with and administering benefits for employees — has been reorganized into a single unit within the domain of Jack Breslin, executive vice president and secretary of the Board of Trustees.

The new structure is headed by C. Keith Groty, assistant vice president for personnel and employee relations, and has under its wing three major areas:

\* **THE DIVISION OF PERSONNEL** which will continue to oversee all hiring, transferring and related functions.

It is headed by Gerald F. O'Connor, director of personnel. A graduate of MSU, O'Connor joined the staff in 1952 as a personnel interviewer. He became a personnel technician two years later and in 1958 was named assistant director. He was promoted to associate director in 1971 and assumed his new job last July 1.

LaMott Bates is the associate director of personnel, and Sandra Huggins is assistant director for employment.

\* **THE NEW LABOR RELATIONS** division, which is responsible for collective bargaining with organized employee groups, and for labor relations and grievance administration with other nonfaculty, non-A-P staff.

William Neff heads the labor relations division. Neff, a graduate of Canisius College, holds a law degree from the State University of New York at Buffalo and a master's degree in labor relations from MSU. He assumed his new title on July 1.

Dean Kortge is assistant director of labor relations. The division is housed in the Personnel Center.

\* **EMPLOYEE COMPENSATION, AND BENEFITS** division, which incorporates the functions of staff benefits and workmen's compensation and adds a new office of employee compensation and evaluation services. The new office is now engaged with the firm of Hayes and Associates in studying the A-P classification and salary structure. In January, the division will also include unemployment compensation.

Gary Posner heads the division of employee compensation and benefits. Also an MSU graduate, he served as an assistant registrar for 1½ years before becoming director of staff benefits in 1970. He was given his current duties on July 1.

Joan M. Smith is assistant director for compensation and evaluation services, and Albert C. Chapman is assistant director for staff benefits. It is in Room 344, Administration Building.

\* \* \*

A **NEW FEATURE** to begin soon in the News-Bulletin — called "Tell Personnel" — will describe various services and functions included in personnel and employee relations. The feature will detail new policies and benefits, and it will respond to specific questions from readers.



*Raising the roof*

More than 90 years after it was erected, part of Linton Hall came down last week. Workmen using a crane unfastened and removed the cupola that had stood atop Linton since the structure was built in 1881 as a library - museum - zoology laboratory - president's office. It had served as the administration building until 1969. The building is being reroofed, and the cupola had presented problems.

## MSU Positions Available

**IMPORTANT:** Administrative-Professional and Clerical-Technical applicants should contact the Employment Office at 353-4334 within five calendar days and refer to the vacancy by the posting number. Instructional staff applicants should contact the departments noted.

\* \* \*

### FACULTY

Instr. or asst. prof., of Am. Thought & Language (DAB or Ph.D.). Degree work in both Am. Lit. and Am. history, or with Am. studies doctorate.

B.F. Engel, Chmn.  
American Thought & Language

Asst. prof. of financial administration (Ph.D. finance or economics). Background in econometrics, statistics or research design. Speciality: Monetary institutions or portfolio theory with corporate finance.

Gardner M. Jones, Chmn.  
Accounting & Financial Adm.

Asst. Prof of accounting (Ph.D. accountancy). Speciality: Business information systems.

Gardner M. Jones, Chmn.  
Accounting & Financial Adm.

Chmn. of Psychiatry (Clinical Psychiatrist). Administrative ability, field exp. in mental health services, and evidence of productive research.

Scott N. Swisher  
Dept. of Medicine

Chmn. Health, physical education & recreation (Ph.D.). Background in teaching and other career experiences and have evidence of demonstrated leadership.

Dixie Durr  
Health, Physical Education & Recreation

### ADMINISTRATIVE-PROFESSIONAL

1. Asst. Director V - Student Employment Operations. Wage & salary, interviewing, and general supervisory exp. required. \$12-15,550

2. Ass't. Editor III (B.A. journalism or related field). 3 years professional writing, reporting exp. Familiarity with general public relations. \$10,370-13,630

3. Cinematographer III (B.A. film, TV, or related field). 3 yrs. exp., ability to edit 16 MM and 8MM films, knowledge of motion picture equipment, able to setup scene lighting. \$10,370-13,630

### CLERICAL-TECHNICAL

4. Office Ass't, VIII - Extensive exp. in record keeping, budget work, payroll procedures. Typing required. \$7,473-9,576

5. Laboratory Technologist (B.A. medical technology, biochemistry, or chemistry). knowledge of techniques used in column chromatography, ultracentrifugation, radiation counting, and protein purification and detection. \$3.37/hr.

6. Cytoscreener - Must be trained in pap cyto prep and screening ASMT-CT registered or eligible.

7. Research Assoc. - Previous exp. as data collector and analyzer in health care field. Familiarity with Michigan Health Survey, understanding of community health relationships, and routine administrative duties. \$5.11/hr.

8. Laboratory Technician - Exp. in tracer radioisotopes, biomedical or chemical lab, and willing to handle animals. \$3.27/hr

9. Sr. Dept. Secretary VII - Typing s-hand., bkkg., knowledge of Univ. procedures, and able to work independently. \$6,660-8,272

10. Sr. Dept. Secretary VII - Typing, s-hand., bkkg., of budgets & accounts, knowledge of Univ. procedures and contracts, able to assume responsibility. \$6,660-8,272.

11. Secretary - Typing, heavy dictaphone work, knowledge of Univ. procedures, able to deal with faculty, staff, public. \$3.59/hr.

12. Secretary - Typing s-hand, keep records, able to assume responsibility. \$3.21-3.98/hr.

### HEALTH PROFESSIONAL

13. Medical Technologist - B.S., med. technology, and ASCP registered or eligible. \$8,384-10,418

\* \* \*

Dept. Secretary V (4 vacancies) \$6,267-7,389

Sr. Clerk IV (3 vacancies) \$5,735-6,926  
Clerk-Steno., III (1 vacancy) \$5,511-6,562  
Clerk-Typist II (1 vacancy) \$5,440-6,422



# BULLETINS

**EAR ORIENTATION** The Listening Ear, a crisis intervention center in East Lansing, begins its tenth program on Oct. 12. Interested persons can come to orientation at Olds Hall either from 7:30 to 10 p.m. on Thursday, Sept. 28, or from 1 to 3:30 p.m. on Saturday, Sept. 30. For more information, call 337-1717.

**AUGENSTEIN FILMS** Four films will be shown at half-hour intervals from 8 to 10 a.m., Monday, Sept. 25, in 212 Chemistry. The films, in order of their showing, are "Genetic Revolution," "How the Mind Works," "Population Explosion," and "Let's Give Them More than Life." They are part of the multitude of public services of the late humanist and scientist Leroy G. Augenstein. The public is invited.

**TODDLER ENRICHMENT** Applications are now being taken for a new Toddler Enrichment Program beginning the first week of October in the pre-school of the Institute of Family and Child Study across from Student Services. Toddlers 12 through 30 months of age are eligible for the program, which is conducted by two full-time teachers. Sixteen children will be each of two groups, morning and afternoon, meeting Mondays through Thursdays. The charge is \$140 per term. Applications and information are available from Angela Parker, 3-7999.

## EXHIBITIONS

### Library

Through September, the library will display "Channel 23 (WKAR-TV) Inauguration," a guide to the new full-time University station, relating listings to library resources.

### Museum

Basement—Several new cases have been added to the expanding Hall of the Michigan Indian, representing materials and methods used in the making of tools, baskets, and other decorated objects.

### Hidden Lake Gardens Tipton, Michigan

Asters, goldenrod and other fall flowers of the fields are conspicuous now. Natural and developed landscapes are year around features. Open daily 8 a.m. until sundown.

**BUSINESSMEN** The monthly meeting of the MSU chapter of the Full Gospel Businessmen's International will be held on Saturday, Sept. 23. Breakfast will be at 8 a.m. in the Union Grill, and the meeting, with Frank Fromme as speaker, will be held at 9 a.m. in the Gold Room of the Union.

**HANDBOOK AND REPORT** Copies of "Academic Freedom for Students at Michigan State University," commonly called the "Academic Freedom Report" are now available, but in limited supply. Copies of the revised 1972-73 Student Handbook, which contains the text of regulations, policies and ordinances governing student conduct, will be available beginning Sept. 22. To obtain these publications, contact Sue Hughes, Division of Student Activities, 101 Student Services, 5-8286.

**WOMEN'S IM** The Women's Intramural Bldg. will be open during fall term from 6 to 10 p.m. Mondays through Fridays, noon to 8 p.m. Saturdays, and 1 to 8 p.m. Sundays. The pool will be open from 11:30 a.m. to 12:45 p.m. and 6 to 9:50 p.m. Mondays through Thursdays, from 11:30 a.m. to 2:30 p.m. and from 6 to 9:50 p.m. Fridays, from noon to 7:50 p.m. Saturdays, and from 1 to 7:50 p.m. Sundays. On Saturdays and Sundays the building will be open on a co-rec basis. Special reservations for pools and sports nights can be made for a minimal charge. For information call 5-4710.

### Campus Plantings

Leading the parade of colorful autumn foliage are the thickets of sumac and sassafras along the railroad spur south of the Grounds Building.

### Beal Garden

To be viewed close up because of obscuring foliage, a bountiful crop of lustrous red fruits is on the Cornelian cherry south of the pool.

### Kresge Art Center

North Gallery, September 23-October 15: Sao Paulo Primitives. An exhibition of 50 primitive paintings by artists from Sao Paulo, Brazil. Organized by Edna Anderson.

Entrance Gallery, September 23-October 15: William Gamble, David Logan, and Louis Raynor. Recent paintings, silver work and ceramics by these staff artists.

## CONFERENCES

Sept. 22-23 Michigan Branch of American Association of Laboratory Animal Science

Sept. 22-23 College of Osteopathic Medicine Conf. on Admissions

Sept. 25-27 Symposium on Health Delivery Systems

Sept. 25-29 Police Alcohol Training School 4

Sept. 25-29 Commercial Kitchen Planning Seminar

Sept. 26-28 Life Insurance Sales Institute

All conferences will be held in Kellogg Center unless otherwise noted.

Students and faculty members are welcome to attend these continuing education programs. Those who are interested should make arrangements in advance with the Office of University Conferences, 5-4590.

## SEMINARS

### MONDAY, SEPTEMBER 25, 1972

Biological ultra-structure and energy transduction. **Humberto Fernandez-Moran**, U. of Chicago, 11:15 a.m. 107 S. Kedzie (Biophysics).

### TUESDAY, SEPTEMBER 26, 1972

Fat utilization by the liver. **Dare McGilliard**, Iowa State U., 12:30 p.m., 126 Anthony (Dairy Science).

Challenge for the profession of horticulture. **John Carew**, 4 p.m., 209 Horticulture (Horticulture).

Social stratification and trade unionism. **George Bain**, professor and deputy director, Industrial Relations Research Unit, U. of Warwick, Great Britain, 3:30 p.m., 31 Union (Labor & Industrial Relations and Sociology).

Estimation of the Bayes classification rule. **C.P. Shapiro**, 4:10 p.m., 405A Wells (Statistics & Probability).

### WEDNESDAY, SEPTEMBER 27, 1972

To be announced. **Peter Carlson**, Brookhaven National Laboratory, 4 p.m., 101 Biochemistry (AEC Plant Research Lab).

Plant disease epidemics and their historical significance. **Ephraim Ekpo**, 4:10 p.m., 168 Plant Biology (Botany & Plant Pathology).

Methods of studying nutrient absorption. **A.D. McGilliar**, professor of dairy science, Iowa State U., 4 p.m., 131 Anthony (Institute of Nutrition).

### THURSDAY, SEPTEMBER 28, 1972

The economics of environmental aspects of fertilizer use and soil loss. **Earl Swanson**, professor of agricultural economics, U. of Illinois, Urbana, 3:30 p.m., 213 Agriculture.

Behavioral augmentation of tolerance to morphine. **C.L. Mitchell**, College of Medicine, U. of Iowa, 4 p.m., 449B Life Sciences (Pharmacology).

### FRIDAY, SEPTEMBER 29, 1972

Field work in Mexico, Summer 1972 (with film). **Rollin Baker**, 3 p.m., 204 Natural Science (Zoology).



**FRIDAY, SEPTEMBER 22, 1972**

- 8 p.m. "Cosmic Dimensions"—Both educational and entertaining, this new presentation in the sky theatre provides a perspective picture of the seemingly infinite vastness of space, as visitors travel from our nearest neighbor in the solar system to a mysterious region far beyond the outer limits of our galaxy. Tickets may be purchased at the door. Following the 8 p.m. performances, there will be a skywatching lecture and, weather permitting, telescopic viewing of the current sky. Abrams Planetarium.
- 8:15 p.m. Lively Arts Series—For its first presentation of the year, the Lecture-Concert Series will feature one of America's foremost living composers and a top entertainer, Duke Ellington and his orchestra. For ticket information, contact the Union Ticket Office, 5-3361. University Auditorium.
- 10 p.m. "Cosmic Dimensions" (see above). Abrams Planetarium.

**SATURDAY, SEPTEMBER 23, 1972**

- 1:30 p.m. Football—MSU vs. Georgia Tech. Spartan Stadium.
- 8 p.m. "Cosmic Dimensions" (see Sept. 22). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8 p.m. World Travel Series—Featuring color motion pictures personally presented by world travelers with extensive backgrounds, the first offering of the Series will begin with a tour through "Our Glorious National Parks" with Edward Brigham. This film is being shown in special celebration of the 100th anniversary of the founding of the National Park Service. For tickets, contact the Union Ticket Office, 5-3361. University Auditorium.
- 10 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.

**SUNDAY, SEPTEMBER 24, 1972**

- 4 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.
- 4 p.m. World Travel Series—"Our Glorious National Parks" (see Sept. 23). MSU Auditorium.
- 4 p.m. Concert—Pianist and piano technician Owen Jorgensen will demonstrate the importance of authentic tuning to the performance of music, using seven pianos, each tuned to a style different than the "equal temperament" used today. The program, open to the public without charge, will include works by Liszt, Chopin, Purcell, Scarlatti, Mozart, and Beethoven. Music Auditorium.

- 8 p.m. World Travel Series—"Our Glorious National Parks" (see Sept. 23). MSU Auditorium.

**MONDAY, SEPTEMBER 25, 1972**

- 8:15 p.m. Concert—Brazilian pianist Maria Meirelles will perform, featuring the music of Brazilian composers as part of MSU's Brazil Week celebration. The concert is open to the public without charge. Music Auditorium.

**TUESDAY, SEPTEMBER 26, 1972**

- 8 p.m. Folkdancing—Instruction is followed by dancing at 9 p.m. 327 M.A.C.

**FRIDAY, SEPTEMBER 29, 1972**

- 8 p.m. "Cosmic Dimensions" (see Sept. 22). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8:15 p.m. Chamber Music Series—The legendary Cleveland Quartet will perform works by Haydn, Beethoven and Schubert. Members of the quartet have all won prizes in international solo competition. Tickets are available at the Union Ticket Office. Fairchild Theatre.
- 10 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.

**SATURDAY, SEPTEMBER 30, 1972**

- 2:30 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.
- 8 p.m. "Cosmic Dimensions" (see Sept. 22). This performance will be followed by a skywatching presentation. Abrams Planetarium.
- 8 p.m. World Travel Series—Ralph Gerstle will present "Guatemala and Yucatan." Tickets may be purchased at the Union Ticket Office. University Auditorium.
- 10 p.m. "Cosmic Dimensions" (see Sept. 22). Abrams Planetarium.

## BULLETINS

**BULLETIN FORMS**

Forms are currently available for submission of information for seminars, bulletins, exhibitions, conferences, and the calendar of events. For forms, contact Patricia Grauer, 109 Agriculture Hall, 3-8819.

**KRESGE OPENING**

There will be an opening for the exhibition of primitive paintings from Sao Paulo, Brazil, from 2 to 5 p.m., Sunday, Sept. 24, at Kresge Art Center. Refreshments will be served and the public is invited.

**OPEN HOUSE**

An open house in honor of the late Leroy G. Augenstein will be held from 9 a.m. to 3 p.m., Monday, Sept. 25, in 329 Chemistry. At 3 p.m. the room will be dedicated as the Leroy G. Augenstein Reading Room. The public is invited.

**STEERING COMM.**

The Steering Committee of the Faculty will meet at 3 p.m., Monday, Sept. 25, in 443A Administration Bldg. to set the agenda for the Academic Council meeting of Oct. 3.

**BOARD MATERIAL**

Material for the Oct. 20 meeting of the Board of Trustees is due in the office of the executive vice president or the provost by Thursday, Sept. 28.

**DIRECTORIES**

Office copies of the 1972-73 Faculty and Staff Directory are available to office representatives. They may be picked up in 64 Hannah Administration Bldg.

**CO-OP NURSERY**

The MSU Community Co-op Nursery, located at the corner of College and Jolly Roads, has openings now for three-year-olds. The classes will begin on Thursday, Sept. 28. For information, call Sandy Lightfoot 349-0397.

**FALL SKATING**

Open skating sessions at the MSU Ice Arena will be held from 3:30 to 5:30 p.m. Saturdays and Sundays, and from 8:30 to 10 p.m. Mondays, Wednesdays, Thursdays, Fridays, and Saturdays. There will be no skating Nov. 23 and 24 and after 5 p.m. on days of home hockey games.

Information on MSU events may be submitted for possible inclusion in the bulletins to Patricia Grauer, Dept. of Information Services, 109 Agriculture Hall, (517) 353-8819. Deadline for submitting information is noon Tuesday preceding the Thursday publication. The calendar of events will cover a 9-day period, Friday through Saturday.